

EXHIBIT 17

From: Denise Payne
Sent: Monday, July 31, 2017 5:19 PM
To: Julie K. Weaver <jkw82@cornell.edu>
Subject: RE: pay rate

Thanks Julie. Can I ask why the SIP wasn't calculated on the new rate? I'm assuming that I got a SIP, I saw a slight increase in my pay but was never told.

Denise Payne
607.255.6689
dlp35@cornell.edu

From: Julie K. Weaver
Sent: Monday, July 31, 2017 3:16 PM
To: Denise Payne <dlp35@cornell.edu>
Subject: RE: pay rate

Denise,
Market data is reviewed and updated on a scheduled basis. In response we evaluate the position of our employees relative to market and make adjustments as warranted. The pay range detailed below is a new release and we have not yet completed our analysis of JCB staff through which you would be flagged as an individual to address.

You'll receive a letter documenting our formal response in coming days. In summary we will implement a market adjustment and bring your pay to \$25.88 effective 7/1, the date of release for this new market pay data.

Please let me know if you have further questions.

Julie

From: Denise Payne
Sent: Monday, July 31, 2017 10:34 AM
To: Julie K. Weaver <jkw82@cornell.edu>
Subject: pay rate

Hi Julie,

I am wondering why I am being paid less than the minimum amount in the range for my job? My current rate is \$25.63

Your Job: Data Analyst II

Supervisory Org: JCB - Business Intelligence

Job Family: Fin/Budget/Planning

Grade: E

Pay Range: \$25.88 - \$32.53

Not exempt from overtime pay

Summary:

Thanks,

Denise Payne

Data Analyst

Business Analytics

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